

IN THE SENATE

SENATE BILL NO. 1294

BY COMMERCE AND HUMAN RESOURCES COMMITTEE

AN ACT

1 RELATING TO EMPLOYMENT CONTRACTS; AMENDING CHAPTER 9, TITLE 44, IDAHO CODE,
2 BY THE ADDITION OF A NEW SECTION 44-906, IDAHO CODE, TO SPECIFY CERTAIN
3 REQUIREMENTS REGARDING USE OF EARNED OR ACCRUED SICK LEAVE; AND DECLAR-
4 ING AN EMERGENCY AND PROVIDING AN EFFECTIVE DATE.
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6 Be It Enacted by the Legislature of the State of Idaho:

7 SECTION 1. That Chapter 9, Title 44, Idaho Code, be, and the same is
8 hereby amended by the addition thereto of a NEW SECTION, to be known and des-
9 ignated as Section 44-906, Idaho Code, and to read as follows:

10 44-906. USE OF EARNED OR ACCRUED SICK LEAVE. (1) It shall be unlawful
11 for an employer that offers sick leave to its employees to:

12 (a) Count earned or accrued sick leave taken in accordance with the em-
13 ployer's written sick leave policy as an absence that results in disci-
14 pline or any other adverse action; or

15 (b) Restrict an employee from using earned or accrued sick leave for the
16 employee's illness, injury, health condition, or need for medical diag-
17 nosis.

18 (2) Nothing in this section shall be construed as creating a new fi-
19 nancial obligation to an employee from an employer upon the employee's ter-
20 mination, resignation, retirement, or other separation from employment for
21 earned or accrued sick leave that has not been used.

22 SECTION 2. An emergency existing therefor, which emergency is hereby
23 declared to exist, this act shall be in full force and effect on and after
24 July 1, 2022.